

Board Meeting

September 23, 2021



VIRGINIA INITIATIVE FOR
**GROWTH &
OPPORTUNITY**
IN EACH REGION

Connect to the audio using your computer/electronic device or phone but **NOT** both. Google Meet will automatically mute attendees as they enter the room

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OPENING

OPENING

- **Call to Order**
- **Roll Call**
- **Public Comment**



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ACTION ITEM

- **June 23, 2021 Minutes (pg. 1)**
- **Amendment to Policy #12 (pg. 5)**
- **Amendment to Policy #9 (pg. 6)**
- **Region 7 Budget Approval (pg. 12)**
- **2022 Board Meeting Schedule (pg. 13)**



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PER CAPITA APPS

PER CAPITA FUNDING

- **8 proposals to take action on**
 - **6 out of 9 regions participated**
 - **4 Workforce Development, 1 Site Development & Infrastructure, 2 Cluster Scale-Up and 3 Start Up Ecosystem**
 - **Total Request: \$7,992,065**
 - **Total Match: \$4,384,222**
 - **Includes \$1,112,880 Local Match**

EXPERIENCEWORKS (PG. 15)

- **Investment Strategy:** Workforce Development
- **Goal:** To increase the number of high school graduates in Region 3 who are connected to employment opportunities in high-skill, high wage positions in targeted growth sectors. This will be done through a systems approach that leverages investments to connect students and young adults to employment opportunities through a myriad of work-based learning opportunities.
- **Outcomes**
 - 60 jobs created
 - 150 internships created
 - 150 participants in work-readiness boot camps
 - 60 educators connected to businesses
 - 7000 student participants in Career CHOICE events

- **Funding:**
 - Total Request: \$515,628
 - Match: \$523,358
 - Local Match: \$356,658
 - Additional Leverage: \$695,098
 - Total Budget: \$1,734,084

MARITIME ENTRY-TO-EMPLOYMENT TRAINING (PG. 18)

- **Investment Strategy:** Workforce Development
- **Goal:** To build an online training delivery platform in two maritime trades courses in Pipefitting Sheet Metal Workers, and welders.
- **Outcomes**
 - Train 162 total students within 2 years
 - For welders, potential for AWS welding and MILSPEC certifications

- **Funding:**
 - Total Request: \$723,000
 - Match: \$430,525
 - Local Match: \$158,772
 - Total Budget: \$1,153,525

STRENGTHENING SOUTHERN VIRGINIA'S ECONOMY BY EXPANDING INVENTORY OF SHOVEL READY SITES (PG. 21)

- **Investment Strategy:** Infrastructure & Site Development
- **Goal:** To increase the number of shovel-ready sites in order to attract companies to invest capital and create jobs in the region.
- **Outcomes**
 - Move seven sites totaling 1,188 acres from Tier 2 to Tier 4 on the VBRSP scale
 - Move three sites totaling 311 acres from Tier 2 to Tier 3 or 4 on the VBRSP scale

- **Funding:**
 - Total Request: \$1,534,900
 - Match: \$767,450
 - Local Match: \$387,450
 - Additional Leverage: \$335,946
 - Total Budget: \$2,638,296

LIGHTHOUSE LABS ALUMNI PROGRAM (PG. 24)

- **Investment Strategy:** Startup Ecosystem
- **Goal:** To provide an additional 9-months of support to alumni of the pre-seed accelerator program for early stage companies with high growth potential.
- **Outcomes**
 - 90 jobs created in 3 years
 - Up to 40 founding companies served
 - 12-16 new internships created
 - \$2.4 million in new revenue generated

- **Funding:**
 - Total Request: \$429,000
 - Match: \$234,510
 - Total Budget: \$663,510

2030 INITIATIVE (PG. 26)

- **Investment Strategy:** Startup Ecosystem
- **Goal:** To double the capital raised and jobs created by technology startups and high-growth companies in Northern Virginia by 2030.
- **Outcomes**
 - 300 jobs created in 3 years and 500 jobs created in 5 years
 - 120 investors engaged in 3 years and 200 investors engaged in 5 years
 - \$5.5M raised in 3 years and \$12M raised in 5 years

- **Funding:**

- Total Request: \$2,460,190
- Match: \$1,230,095
- Local Match: \$180,000
- Total Budget: \$3,690,285

AGRICULTURAL INNOVATION CENTER (PG. 28)

- **Investment Strategy:** Startup Ecosystem
- **Goal:** To create a multi-use facility featuring a business incubator and classrooms, ag and food tech labs, a small-scale manufacturing space, a processing and product development space, and a commercial kitchen to expand agricultural and tech industries across the Shenandoah Valley.
- **Outcomes**
 - Renovation and build-out of the Agricultural Innovation Center
 - 18 companies served in two years
 - 28 new jobs created in two years
 - 40 mentors, consultants and industry leaders engaged

- **Funding:**

- Total Request: \$550,000
- Match: \$305,000
- Local Match: \$30,000
- Additional Leverage: \$672,450
- Total Budget: \$1,527,450

MOBILIZING THE SUPPLY CHAIN WITH CRITICAL INFRASTRUCTURE (PG. 31)

- **Investment Strategy:** Cluster Scale-Up
- **Goal:** To close notable gaps in the local food supply chain by providing cost-share opportunities for agricultural production equipment and cost-prohibitive resources for small business owner-operators such as farmers and food producers.
- **Outcomes**
 - 175 participants in programs
 - 50 jobs created in three years
 - 10 businesses expanded, 4 created
 - 15 credentials awarded
 - 3 new products completed

- **Funding:**
 - Total Request: \$376,347
 - Match: \$190,804
 - Total Budget: \$567,151

PHARMACEUTICAL MANUFACTURING CLUSTER

SCALE-UP (PG. 33)

- **Investment Strategy:** Cluster Scale-Up
- **Goal:** To accelerate growth of the emerging Pharmaceutical Manufacturing cluster for Region 4 and to become an international leader in advanced pharmaceutical manufacturing and R&D, thus grow high paying jobs, recruitment and expansion of companies and investment in high tech tradeable sector activity.
- **Outcomes**
 - 350 jobs created
 - 25 new or expanded businesses
 - 50,000 sf of new lab space in the region
 - 10 certificates earned in new certification program

- **Funding:**
 - Total Request: \$1,400,000
 - Match: \$702,480
 - Additional Leverage: \$220,000
 - Total Budget: \$2,322,480



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ERR FUNDING

- **2 proposals submitted**
- **2 out of 9 regions participated**
 - **2 Workforce Development**
- **Total Request: \$725,000**
- **Total Match: \$380,000**
- **Includes \$10,000 Local Match**

NEW KENT COUNTY/RCC WELDING PROGRAM (PG. 37)

- **Investment Strategy:** Workforce Development
- **Goal:** To train and develop a pipeline of welders, meeting a critical and growing need in the area.
- **Outcomes:**
 - 60 students trained
 - 6 businesses served
 - 50 credentials awarded
 - 15 students enrolled in dual enrollment

• Funding:

- Total Request: \$300,000
- Match: \$150,000
- Local Match: \$10,000
- Additional Leverage: \$25,000
- Total Budget: \$485,000

TECH SET (PG. 39)

- **Investment Strategy:** Workforce Development
- **Goal:** To increase the number of economically disadvantaged college students in technology jobs in Region 7 while addressing the Region 7 technology companies' identified need for entry-level workers.
- **Outcomes:**
 - 200 program participants
 - 180 program graduates
 - 100 jobs filled or 100 internships created

- **Funding:**

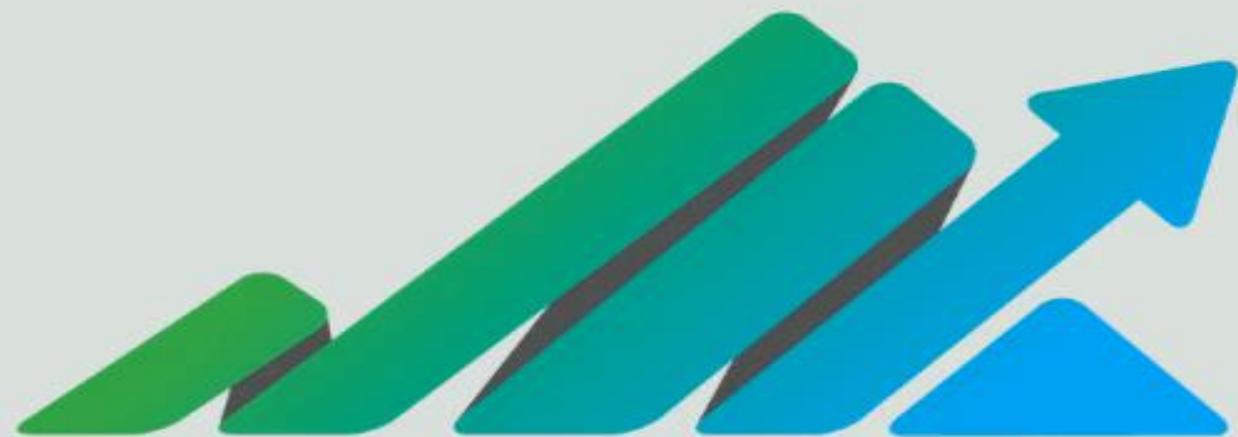
- Total Request: \$425,000
- Match: \$230,000
- Additional Leverage: \$50,000
- Total Budget: \$655,000



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VIRGINIA
**TALENT +
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PARTNERSHIP**

CREATING PATHWAYS TO PROFESSIONS

Agenda

- Purpose
- History
- Partnership with the Virginia Chamber of Commerce
- Regional Collaboratives: Employer & Student Readiness
- Summary of Institutional Readiness
- Future Plans

Virginia Talent + Opportunity Partnership

PURPOSE

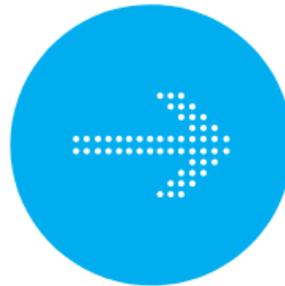
- ❑ **Expand paid and credit-bearing** student internships and other work-based learning opportunities in collaboration with Virginia employers.
- ❑ **Facilitate the readiness** of students, employers and institutions of higher education to participate in internship and work-based learning.

Virginia Talent + Opportunity Partnership

2018



The Virginia General Assembly appropriated funding to the State Council of Higher Education for Virginia (SCHEV)



2019



The effort was expanded and enacted into law as the Innovative Internship Fund and Program.

Virginia Talent + Opportunity Partnership

2019



The effort was expanded and enacted into law as the Innovative Internship Fund and Program.



2020



SCHEV & Va Chamber Foundation Partner to Support Business Readiness

The Partnership: Developing a Brand

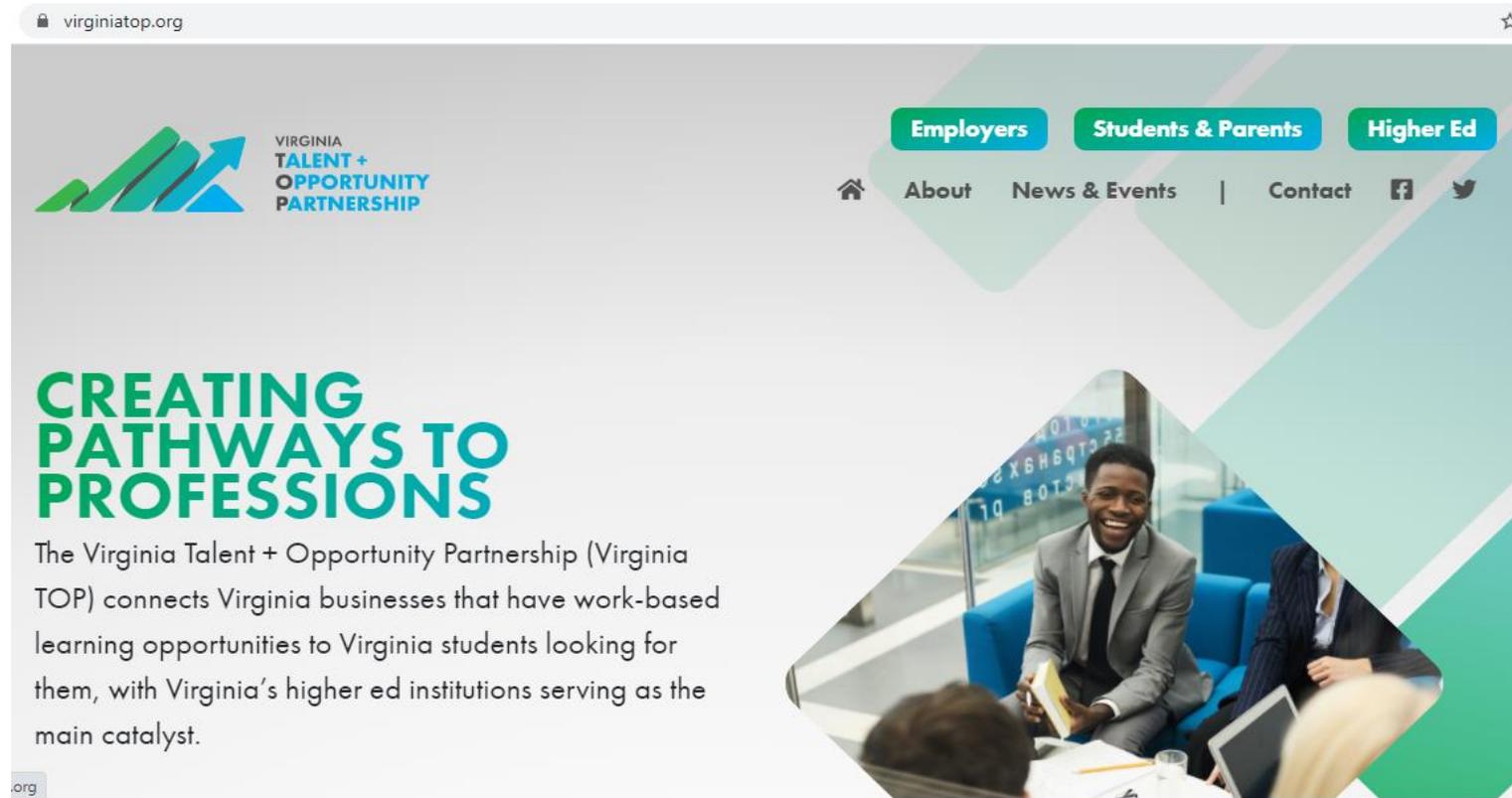


VIRGINIA
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CREATING PATHWAYS TO PROFESSIONS

MAKING VIRGINIA THE **TOP** STATE FOR
BUSINESS, EDUCATION AND TALENT

Virginia TOP Website Launched in October 2020



www.VirginiaTOP.org

Virginia TOP Website Employer Tab

VIRGINIA TALENT + OPPORTUNITY PARTNERSHIP

Employers | **Students & Parents** | **Higher Ed**

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EMPLOYERS

How can employers get involved?

The top concern of Virginia businesses surveyed is access to necessary talent. Virginia TOP seeks to solve this problem by:

- Providing access to high achieving, interested, and invested students
- Kick-starting the recruitment process for future talent needs
- Enhancing relationships with local higher ed for access to talent
- Highlighting skills in demand to a particular business or industry as part of school curriculum
- Emboldening students to live and work in Virginia after graduation

As a Virginia employer, there are a variety of things you can do to get participate in Virginia TOP, such as:

- Utilizing our Employer Toolkit to create work-based learning opportunities
- Better connecting and partnering with chambers, associations, higher ed institutions, and students across the Commonwealth

Virginia Employer Readiness Toolkit

Virginia TOP's Virginia Employer Readiness Toolkit serves

Resources

VIRGINIA EMPLOYER READINESS TOOLKIT

A Blueprint to Develop Quality Internship Opportunities for Virginia's Talent Pipeline

A RESOURCE OF THE VIRGINIA TALENT + OPPORTUNITY PARTNERSHIP

VISIT VirginiaTOP.org OR @VirginiaTOPorg

CLICK TO DOWNLOAD

VIRGINIA EMPLOYER READINESS TOOLKIT

VIRGINIA EMPLOYER READINESS TOOLKIT

A Blueprint to Develop Quality
Internship Opportunities for
Virginia's Talent Pipeline



Employer Readiness Toolkit Content

3 OVERVIEW

- 4** Purpose
- 4** Virginia TOP
- 6** What Are Statewide Leaders Saying?

6 WHAT IS AN INTERNSHIP?

- 6** Definition
- 6** Quality
- 7** Experiential Learning
- 7** Types of Internship and Work-Based Learning Opportunities
- 10** Industry Collaboration
- 11** Compensation Considerations
- 12** Value-Add Features
- 13** Benefit of Collaborative Partnerships

14 PROGRAM DEVELOPMENT

- 14** Evaluate Areas of Need
- 14** Evaluate Practicality
- 15** Build a Structure

17 RECRUITMENT

- 17** Timeline
- 18** Developing a Clear and Concise Internship Posting
- 22** Interviews and Hiring

23 ONBOARDING PROCESSES

- 23** Intern Processing
- 24** Access and Equity in Opportunity
- 24** Student Rights and Protections
- 25** Legal Considerations
- 26** Intellectual Property (IP) Ownership
- 26** Non-Disclosure Agreements (NDAs)
- 26** Furloughs and Layoffs
- 26** Evaluation and Assessment
- 27** Continuing Engagement Post-Internship

Regional Collaboratives

Regional Pilot Programs

- GO VA Region 2, Roanoke/Blacksburg/Lynchburg: VT accepted the award on behalf of the region
- GO VA Region 4, Richmond Metro area: VCU accepted the award on behalf of the region

Selection of Additional Regions

- Call for Proposals issued
- Two regions will be selected in FY 2022
- Two regions will be selected in FY2023
- Up to three regions will be selected in FY2024

Regional Collaboratives *(continued)*

Required Partners

- PK-12
- Public and private colleges and universities
- Regional chambers of commerce
- Economic development partnerships
- Industry groups
- Employers
- Other relevant organizations which will vary by region

Regional Collaboratives (*continued*)

Concept

One (or two) people are responsible for thinking every day about how to:

- Identify & link existing work-based learning activities
- Present those opportunities to employers
- Support employers to take action and engage with students in new ways
- Support students to develop work-ready competencies
- Launch a regional event for employers to connect with, interview and hire interns

Regional Collaboratives *(continued)*

Abbreviated List of Required Activities

- Inventory existing opportunities for employers to engage with students across public and private PK-12, colleges and universities, higher education centers, and other community organizations
- Bring employers to the table, listen to their current and future needs (ongoing over time)
- Orient employers to all the services that will be available

Regional Collaboratives *(continued)*

Abbreviated List of Required Activities

- Support companies that want to start hosting interns; assist progression through modules
- Support students to develop work-ready competencies
- Support employers and students to participate in a new work-based experience designed for freshmen and sophomores

Summary of Institutional Readiness

Vision Grants

- Presidential-level task force to articulate a vision for experiential learning for students
- Comprehensive plan to achieve vision
- Open to public and private institutions
- 7 grants awarded to: ODU, PHCC, Radford, TCC, UVA, UVA-Wise, VCU
- Leads to consensus for a statewide vision

Professional Development Opportunities

Future Plans

Fiscal Years 2022 & 2023

- Virginia Intern Day (Last Thursday in July)
- Career Champions/Influencers (online modules to support an all-of-campus dynamic through which every person on campus will have the skills to support students as they develop career readiness skills)
- Transformation of Federal Work-Study into structured internships

Additional Ideas Generated by Work Groups

Contact Information

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LAGRANGE INDUSTRIAL PARK MASTER PLANNING AND PRELIMINARY ENGINEERING REPORT (PG. 50)

- The sub-grantee is unable to come to an agreement with the private property owners of certain parcels located within the LaGrange Industrial park and therefore are unable to move forward with the project.



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ADMINISTRATIVELY APPROVED ENHANCED CAPACITY BUILDING PROJECTS

- REGION 1 – GROW(TH) (pg. 42)
- REGION 2 – Profiles that Increase the Competencies, Knowledge, and Skills That Matter (PICKS TM) (pg. 43)
- REGION 5 – Setting Pathways that Activate Real-World Knowledge (SPARK) (pg. 44)
- REGION 5 – Hampton Roads Regional Energy Master Plan (pg. 46)
- REGION 8 – Shenandoah Valley Aviation Technology Park Site ECB (pg. 47)



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ADMINISTRATIVELY APPROVED ERR PROJECTS

- **REGION 1 – Appalachian Council for Innovation – Business Continuity and Resiliency (pg. 49)**
- **REGION 5 – Career & Community Development Program Expansion (pg. 51)**



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2021 MEETING DATES

- **Tuesday, December 7th 2021**



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